



Bureau of HIV and STD Prevention

HIV/STD Clinical Resources Division
HIV/STD Epidemiology Division
HIV/STD Health Resources Division

Est. March 17, 1997

Rev. February 28, 2001

HIV/STD Policy No. 800.001

UNIVERSAL PRECAUTIONS PREVENTING THE SPREAD OF HIV, TUBERCULOSIS, AND HEPATITIS B IN EMPLOYEES OF HIV/STD FUNDED PROGRAMS

PURPOSE

The purpose of this policy is to support the implementation of infection control measures and the use of universal precautions within programs operated by the Texas Department of Health (TDH), Bureau of HIV and STD Prevention (Bureau). The precautions are needed to help prevent the spread of communicable diseases, namely the human immunodeficiency virus (HIV), tuberculosis (TB) and Hepatitis B.

BACKGROUND

Bureau staff and applicable contractors provide services to individuals who may be susceptible to diseases which are often transmitted to, and from, individuals with weak immune systems. These diseases pose a threat to the health and safety of Bureau staff or contractors who provide direct care.

AUTHORITY

U.S. Department of Health and Human Services *Guidelines for Prevention of Transmission of Human Immunodeficiency Virus and Hepatitis B Virus to Health-Care and Public-Safety Workers*. Health and Safety Code, Chapter 85, Subchapter II, §85.201-§85.206; *Infection Control Manual for Ambulatory Care Clinics* published by the TDH.

ADOPTION OF UNIVERSAL CLINICAL PRECAUTIONS

With this policy, the Bureau adopts the procedures in the most current *Infection Control Manual for Ambulatory Care Clinics* as the standard by which Bureau staff, contractors and subcontractors will initiate and maintain universal clinical precautions. The universal precautions should be followed when providing services to persons whose immune system may be compromised due to HIV infection. These persons are at greater risk of infections by communicable diseases such as tuberculosis or Hepatitis B.

EMPLOYEE HEALTH POLICY

Bureau contractors are required to develop policy or procedures to describe the methods by which organizations will protect employee health, especially organizations providing clinical services. The following sections detail the requirements of such policy or procedures.

Minimize the risks of exposure

Contracting agencies will adopt as standard practice the control measures found in the TDH infection control manual to minimize the risk of exposing employees to communicable diseases, namely HIV, TB, and Hepatitis B. Copies of the TDH infection control manual may be obtained by calling the TDH Division of Community Oriented Public Health, Public Health Nursing at (512) 458-7771. Send written requests for the manual to: Texas Department of Health, Division of Community Oriented Public Health, Public Health Nursing, 1100 West 49th St., Austin, TX 78756. Please include your name, address, organization or professional status, catalog number (#1-501), item description, quantity needed, and date requested. Written orders may be faxed to TDH at: (512) 458-7413 or (512) 458-7707. The manual is also available on-line by accessing the TDH website at <http://www.tdh.state.tx.us/>, and search for the infection control manual. Follow the directions for ordering the manual on the website.

Initiate protective measures

Employers are responsible for informing employees and job applicants of their risk of exposure to a communicable disease and for providing protective equipment to employees when an exposure is possible in the workplace.

The Bureau requires that contractors initiate the minimum requirements of the TDH infection control manual found below (TABLE A.) when employees may be exposed to blood or other body fluids. The intent of citing these specific actions from the TDH infection control manual is to emphasize the Bureau's expectations, not to substitute for the TDH infection control manual. Should the TDH infection control manual be revised, contractors and staff will be expected to follow the revised standards.

TABLE A.

Joint Advisory Notice Category*	Nature of Risk, Task or Activity	Personal protective equipment should be:	
		Available?	Worn?
I.	Direct contact with blood or other body fluids, or close contact with clients who may be infected.	Yes	Yes
II.	Activity performed without blood or bodily fluid exposure or close contact with clients who may be infected, but exposure may occur in an emergency.	Yes	No

III.	Task/activity does not entail predictable or unpredictable exposure to blood or close contact with clients who may be infected.	No	No
* U.S. Department of Labor, U.S. Department of Health and Human Services. Joint advisory notice: Protection against occupational exposure to Hepatitis B virus and human immunodeficiency virus (HIV), Washington, D.C.: U.S. Department of Labor, U.S. Department of Health and Human Services, 1987.			

Screen for tuberculosis

- Provide screening for all employees. Employers should consult with a local health department or clinical provider to obtain more information on tuberculin skin testing.
- Tuberculosis screening and immunization activities must be performed by a licensed physician or by someone acting under direct, written delegation/orders from a licensed physician.
- Follow up on employees who have a positive reaction to the test. Provide positive reactors with referrals to the local health department or a clinical provider for medical evaluation.

Immunize against Hepatitis B

- Make Hepatitis B vaccine available to staff at risk of exposure in categories I and II (TABLE A.). Employers should consult with a local health department or clinical provider to obtain more information on immunizing for Hepatitis B.
- Require employees who have been vaccinated to show proof of a Hepatitis B vaccination series or serologic evidence of immunity.

COSTS ASSOCIATED WITH THE DELIVERY OF THIS POLICY

Grant funds may be used to pay for TB screening and for Hepatitis B vaccine for employees who are at risk of exposure to these diseases **in the performance of their duties**. The costs are allowable under the contract and may be charged to medical supplies **provided private health insurance will not cover the service or other funding sources are not available**.

Contractors may consider contacting the TDH Immunization Division at (512) 458-7284 or toll free 1-800-252-9152 for assistance in purchasing the Hepatitis B vaccine.

DATE OF LAST REVIEW:

November 13, 2002 Converted format from WordPerfect to Word.

REVISIONS

1	Page 1, line 15	Deleted the phrase "Texas Department of Health" before the
2		word "Infection"
3	Page 1, line 15	Deleted the phrase "Public Health Clinics Second Edition"
4		after the word "Manual"
5	Page 1, line 15, 16	Added the phrase "Ambulatory Care Clinics published by the
6		Texas Department of Health" after the word "Manual"
7	Page 1, line 18	Added the phrase "most current" after the phrase
8		"procedures in the" and deleted the acronym "TDH" before
9		the word "Infection"
10	Page 1, line 19	Deleted the phrase "Public Health Clinics Second Edition"
11		and inserted the phrase "Ambulatory Care Clinics" after the
12		phrase "Control Manual for"
13	Page 2, line 2	Deleted the phrase "Primary Care" at the beginning of the
14		line and added the phrase "Public Health, Public Health
15		Nursing. Changed the phone number to 458-7771.
16	Page 2, line 3	Deleted the phrase "Primary Care" after the word "Oriented"
17		and added the phrase " Public Health, Public Health
18		Nursing"
19	Page 2, line 4-7	After the "78756" added the following sentences: "Please
20		include your name, address, organization or professional
21		status, catalog number (#1-501), item description, quantity
22		needed, and date requested. Written orders may be faxed to
23		TDH at: (512) 458-7413 or (512) 458-7707. The manual is
24		also available on-line by accessing the TDH website at
25		http://www.tdh.state.tx.us/ , and search for infection control
26		manual. Follow the directions for ordering the manual on the
27		website.